



Global Policy on Combating Trafficking in Persons

ViatriS is committed to conducting business in accordance with the highest degree of integrity and in compliance with applicable laws, which includes recognizing and respecting human rights across all our operations. To that end, ViatriS prohibits all forms of slavery and human trafficking within our own operations and in our external supply chain. ViatriS demonstrates its commitment to prohibiting all forms of slavery and human trafficking in a variety of ways. For example, ViatriS is a signatory to the United Nations Global Compact and is committed to the Compact's ten principles related to human rights, labor, environment, and anti-corruption. Moreover, ViatriS is a full active member of the Pharmaceutical Supply Chain Initiative (PSCI), which is an organization of pharmaceutical companies whose purpose is to define, establish, and promote responsible supply chain practices including human rights and labor practices, environmental sustainability, and responsible business.

ViatriS' commitment is also reflected in our Code of Business Conduct and Ethics, which outlines the ethical standards we follow to conduct business throughout the world and in [ViatriS' Supplier Code of Conduct](#) (the "Supplier Code"). The Supplier Code prohibits our suppliers from using forced, bonded, indentured, or illegal child labor; requires suppliers to respect workers' freedom of association; and requires adherence to all applicable laws regarding wages, benefits, hours of work and working conditions. The Supplier Code also prohibits our suppliers from supporting, promoting, or engaging in slavery or human trafficking. For a detailed description of ViatriS' commitment in this area, please see ViatriS' [statement concerning slavery and human trafficking](#).

Verification

- ViatriS undertakes various efforts to continually works to verify that we do not promote or engage in slavery and human trafficking. We require employees to certify that they have read, understand, and agree to comply with ViatriS' Code of Business Conduct and Ethics, and we track direct and indirect suppliers who receive the Supplier Code. Moreover, our standard supply agreement template includes sustainability language, references to our Supplier Code, and clear language on the right to follow up with suppliers as needed to verify their adherence to Supplier Code obligations. ViatriS also conducts due diligence that involves an assessment of any issues (environmental, legal, social, or otherwise) regarding certain suppliers or other third parties.

Supplier Audits

- Certain suppliers are subject to risk assessments and audits with relevance to slavery and human trafficking. As part of our commitment to PSCI, we work together with other pharmaceutical businesses to conduct supplier audits utilizing a common standard audit process. ViatriS conducts an audit process based on risk assessments, and suppliers are subject to audits periodically. ViatriS may use third parties to assist with such audits.



Certification

- Viatris expects our suppliers to abide by the Supplier Code, which provides guidance and requirements for doing business with Viatris. In addition, suppliers are required to comply with the terms and conditions of applicable contracts and purchase orders entered between the parties. Each supplier doing business with Viatris under these terms and conditions agrees it will comply with all applicable laws and regulations in its performance of the contract. We reserve the right to assess suppliers' compliance with the Supplier Code through use of Viatris colleagues or third parties.

Internal Accountability

- This Policy, Viatris' Code of Business Conduct and Ethics, Supplier Code of Conduct, and other policies, subject Viatris colleagues who violate law or policy to discipline, including termination of employment or contract.
- Viatris colleagues and external stakeholders are encouraged to report concerns about potential violations of Viatris policy and are provided numerous tools for doing so as described in the Code of Business Conduct and Ethics and the Supplier Code, as well as the individual responsibilities of Viatris colleagues set out below.

Training

- Viatris ensures that all employees receive communications and training on our Code of Business Conduct and Ethics and certify their compliance with it. Most Viatris employees, including all employees involved in managing our procurement and supply chain activities have mandatory training on Viatris' Supplier Code of Conduct, including training on the topic of Labor and Human Rights. Viatris' internal communication and certain market-specific training instructs colleagues on how to identify risks concerning all forms of slavery and human trafficking, and how to report any suspected illegal activity. Through PSCI, Viatris suppliers are encouraged to participate in additional training.

INDIVIDUAL RESPONSIBILITIES OF VIATRIS COLLEAGUES

Viatris colleagues shall not:

- Engage in trafficking in persons;
 - Trafficking in persons (adult and child): "Trafficking in persons" and "human trafficking" have been used as umbrella terms for the act of recruiting, harboring, transporting, exploiting, providing, or obtaining a person for compelled labor or compelled commercial sex acts or pornography through the use of force, fraud, or coercion.
- Use forced labor or child labor;
 - Forced Labor: All work or service which is exacted from any person under the menace of



any penalty (worker believing he/she will face a penalty if they refuse to work) and which the person is performing involuntarily.

- Child labor: The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.
- Destroy, conceal, confiscate, or otherwise deny access by a colleague to the colleague's identity or immigration documents (e.g., passports or drivers' licenses) regardless of issuing authority;
- Use fraudulent practices during the recruitment of colleagues or offering of employment, in the form of failing to disclose, in a format and language accessible to the worker, or making material misrepresentations regarding, wages and fringe benefits in effect at hire, the initial location of the workplace, the housing and associated costs (if employer or agent provided or arranged) in effect at hire, any other cost to be charged to the colleague upon hire, and, if applicable, potential work environmental, health and safety factors relating to the role for which they are being hired;
- Use suppliers, recruiters, or any other third-party agents that do not comply with local labor laws of the country in which their services take place;
- Charge colleagues recruitment fees;
- Fail to provide a legally sufficient employment contract or offer or appointment letter consistent with applicable law;
- Hinder freedom of employment by charging fees to employees in connection to ending employment; or
- Fail to provide return transportation or pay for the cost of return transportation upon the end of employment consistent with applicable law and other contractual arrangements, if any. This provision is limited to a colleague who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working for Viatris.
- Viatris colleagues must report any actual or suspected violations of this Policy that they reasonably believe has occurred or may occur in the future, in accordance with the Raising Concerns policy requirements outlined in the Global Compliance Governance Document. Such matters must be reported to at least one of the following.
 - The Legal Department;
 - Your Regional Compliance contact;
 - Global Compliance;
 - A Human Relations representative; or



- The Compliance Line.